

DEVELOPING LEADERS AT LLOYD'S

FREQUENTLY ASKED QUESTIONS

How is the programme structured?

The programme is made up of three week-long modules that are separated by a period of at least eight weeks. You will also be required to carry out additional project work between each module. You will be working in project groups of up to six people and each group will be expected to have completed the project within approximately eight months. You will be expected to present the outcomes from your project to a panel made up of leaders from the Lloyd's extended community shortly before commencing module 3.

Where is the programme held?

The programme is held at London Business School, Regent's Park, London.

How long is each day?

This is an intensive programme. An average day will start at 8.30am and end around 5.30pm, although there are a number of evening events throughout the programme which may finish at around 10pm.

Is the programme residential?

As a result of the long days and the collective learning agenda, you will be encouraged to stay in or near London Business School. Much of the value of the programme will be derived from working with your colleagues. It is not the intention to exclude you from participating if you are unable to stay in the vicinity of London Business School. Accommodation and meals will be provided; however, additional items, such as bar bills, need to be paid by the delegate.

I have special needs. Can these be catered for?

You will be asked if you have any specific requirements before you attend the programme so that these can be catered for during the programme.

Is there any homework involved in the programme?

Some faculty members will use case studies to facilitate your learning and you may be given books to read to support lectures. You will be guided when and what to read, and you will be given sufficient time to do this.

What the 360 degree survey for?

The 360 degree survey aims to capture your colleagues' perceptions of your leadership attributes and behaviours, with a view to helping you identify where you need to focus your development efforts.

Will my performance on the programme be reported back to my manager?

You are encouraged to speak to your manager about your experiences on the programme and the plans you would like to implement as a result. Your learning experience, however, is personal to you and will remain so within the programme and afterwards.

What expectations will there be post-programme?

During your time on the programme, you will meet and build relationships with people that you might not have encountered otherwise. You are encouraged continue to use this network after the programme to build productive alliances. There will be a number of key learning points that you will be expected to put into practice upon your return to work, which will be captured through action planning.

Is there a follow-up to the programme?

A 360-degree feedback process takes place during module 2. There will be an opportunity for you to run this process again 12 months after the starting date of your cohort. This will enable you to get a direct measure of any perceived changes as a result of implementing your personal action plan.

Do I need an academic qualification to attend Developing Leaders at Lloyd's?

No. Your current role, motivation, and desire to put into practice what you learn will be more important determinants of your suitability for the programme.

I have more questions. Who can I speak to?

Please contact Nick Smith on x5366 or Becky Goodwin on x5633